

Attendance: Constance Probst, Mary Flowers, Freddie Moore, Mei Lin Tangalin, Rozalia Skowron, Brenda Sevilla, Monica Anderson, Liezl Tomas Rebugio, Valerie Douglas, Julie Nelson, Georgiana Arnold, Deborah Harris, Adam Aba-Husain, Suzette Espinoza Cruz, Kathleen Groshong, Ward Urion, Pat Wells, David Berrian, Mary Shaw, Kip Tokuda, Beverly Wong

Introductions were made, and a brief statement given on the importance of acknowledging history of the UIR struggle. The ongoing work and meetings have carried HSD's commitment to UIR.

AGENDA: 1) Anti-racism survey 2) Anti-racism training updates 3) UIR process and ongoing accountability

This was the first UIR meeting with large presence of the training planning team.

Anti-Racism Survey (Julie Nelson, Monica Anderson)

- Planning team has been meeting for 6 months and hired consultant
- We can be proud of team's work as a model for anti-racism
- Monica analyzed and wrote report on results of the department-wide survey, some copies were distributed. Report will be posted online later this week
- Only a few survey questions found majority agreement or disagreement
- 2/3 of employees say racism affects their lives, 50% of employees agree they experience racism in HSD
- Results show a lot of polarization
- 6 major themes:
 1. Need for more education/training about UIR (many believe should be mandatory)
 2. Need for environment where we can openly deal with UIR issues
 3. Need for more recognition and awareness about racism on personal, organizational, and societal level
 4. Need for recruiting, hiring, and promoting diverse applicant pool
 5. Need for more commitment and action by individuals and department
 6. Need for including people in HSD in anti-racism work
- 3 groups were compared: Asian/Asian American, Caucasian, African American
- More whites responded to survey
- There were more differences between divisions than racial groups
- Comments: those more aware of racism may see more need for change, we want more open-ended questions, qualitative data should be reflected in analysis, we must make conclusions inclusive of groups less represented

Race: Power of an Illusion: Anti-Racism Training (Group Discussion)

- UIR group meetings may seem insignificant, but were they gone we would feel it
- We need to be accountable as representatives of the UIR group, it's easy to forget
- Pat Wells developed and brought a new UIR history resource for the trainings, feeling the HSD UIR website didn't provide enough related information about the People's Institute
- Once you are truly committed to UIR, it comes through your work, whether consciously or not
- Paranoia is affecting climate and ability for institutional change

How are we doing? (Group Discussion)

- In Nov 2003 we met with Patricia McInturff
- We developed a statement about what we'd like to see happen. Where are we now?
- It was suggested that we bring Patricia back to UIR
- Statement will be strong if we input community language
- Majority of the city doesn't know about HSD's current efforts
- We need to clarify it's not only us, but the community that's raising these concerns
- Mayor's initiative is deviating as time goes on
- Original intent was to invite Patricia back, but this is first time revisiting these goals
- How do we hold Patricia accountable? Does her Race and Social Justice agenda fit our statement? How can we support her to achieve these goals?

Next Steps (Group Discussion)

- Specific strategies for undoing racism
- This week's article about the survey results could be marketing tool for UIR, could establish connection between survey, survey issues, training, and UIR work